



इन्द्रधनुष Indradhanush

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Editorial Board

Editor-In-Chief

Dr. Arvind,
Director General,
VVGNI

Managing Editors

Dr. Ellina Samantroy,
Fellow,
VVGNI

Dr. Manoj Jatav
Fellow
VVGNI

FROM THE DIRECTOR GENERAL'S DESK

The Startup–Employment Link: Towards Inclusive and Decent Work

India's emergence as a global startup hub has become one of the defining features of its economic landscape. As of January 2025, the country boasts over 1.59 lakh DPIIT-recognised startups that have created an estimated 16.6 lakh direct jobs. This achievement positions India as the world's third largest startup ecosystem, after the United States and China. Flagship initiatives such as Startup India, Stand Up India, and the Atal Innovation Mission have nurtured this growth by opening access to finance, encouraging grassroots innovation, and enabling digital connectivity. The dynamism is particularly visible in sunrise sectors such as generative AI, electric mobility, agritech, healthtech and climate tech, where Indian startups are beginning to shape global solutions.

With nearly 12 million young people entering the labour force annually, the question is not only whether startups can generate jobs at scale but also whether these jobs ensure decent work conditions. Current evidence indicates two parallel trends. On one hand, startups are broadening employment opportunities in technology, design, and management roles, offering attractive incentives to skilled youth and reversing some brain drain. On the other hand, many digital and platform-based startups rely heavily on gig and informal workers who face precarious contracts, fluctuating incomes, and limited access to benefits. While these have expanded immediate employment opportunities, it is essential that they also bring workers within the ambit of basic protections such as health insurance, pensions, and continuous skill upgradation pathways.

Ensuring that startup-driven employment goes beyond sheer numbers requires integrating quality metrics into policy frameworks: wage levels, contractual stability, social security coverage, and career mobility. Skill development policies of the government can play a significant role in this direction. While initiatives like PMKVY 4.0 and AIM's tinkering labs are widening access to entrepreneurial and technical skills, there is a need to align startup needs with vocational training outcomes. Strengthening industry-academia partnerships and incentivising startups to invest in workforce skilling will be essential to fully leverage India's demographic dividend.

Further, inclusion of women and social groups for employment within the startup ecosystem needs greater emphasis. Women-led startups make up less than 10 percent of the ecosystem, and women employees, though rising in number (around one-third of the startup workforce), remain underrepresented in leadership positions. Marginalised caste and class groups face challenges with regard to accessing capital and mentorship. Spatial imbalances are reflected with larger number of jobs created by startups are generally clustered in metro cities such as Bengaluru, Delhi-NCR, and Mumbai, while emerging Tier-2 and Tier-3 cities have challenges to scale up opportunities. Existing governmental interventions with regard to targeted credit schemes, digital infrastructure expansion through BharatNet, and region-specific skill hubs can play a significant role in redistributing employment equitably.

Encouraging progress can be seen in the expansion of the Startup India Seed Fund Scheme, which has already supported more than 1,700 startups, and the Credit Guarantee Scheme for Startups that facilitates collateral-free loans. Similarly, AIM's tinkering labs and innovation missions are fostering creativity at the school and community level. But to fully align these with the goals of "decent work," promoting better access to social security and promoting innovation led entrepreneurship can contribute in growth of startups. The Government of India, under the social security Code has provisioned social security for gig workers which can be effectively implemented across various regions. Looking ahead, stronger inter-ministerial convergence will be vital to ensure that startups not only drive innovation and global competitiveness but also become a sustainable source of fair, secure, and inclusive work. By embedding labour standards and social protection at the heart of entrepreneurship policy, India can transform its startup success into a broader story of dignity, empowerment, and shared prosperity for its workforce.



SPECIAL EVENTS

Workshop on Green Job: Towards a Future of Work (April 03, 2025)

The workshop aimed at transition towards a sustainable economy by minimizing environmental impact, promoting resource efficiency and fostering a healthier planet. Focus on preserving or protecting the natural environment, minimizing waste and pollution and adapting to climate change. The workshop was attended by 49 participants representing students and academicians. The workshop was coordinated by **Dr. Shashi Bala**, Senior Fellow.



Workshop on Emerging Employment Opportunities in the Future of Work: A Gender Perspective (May 16, 2025)

The workshop aimed at addressing, strengthening and understanding the gendered dimensions of future employment. The workshop was attended by 23 participants representing Students and Academicians. The workshop was coordinated by **Dr. Shashi Bala**, Senior Fellow.



"Emerging Employment Opportunities in the Future of Work: A Gender Perspective" on 16th May 2025.

Validation Workshop on Making Social Protection Accessible and Effective for Domestic Workers: Evidence from Bihar (May 26, 2025)

The V.V. Giri National Labour Institute in collaboration with the International Labour Organisation, New Delhi organized a Validation Workshop on 'Making Social Protection Accessible and Effective for Domestic Workers: Evidence from Bihar' at V. V. Giri National Labour Institute, Noida on May 26, 2025. The workshop was a part of ILO's Promoting Rights and Social Inclusion through Organization and Formalization (PRS) project that aimed at promoting formalization of unorganized workers and enterprises towards gender equality. The main objective of the workshop was to disseminate the findings of the study titled 'Mapping of Social Welfare Schemes for Domestic Workers in the State of Bihar and Study on Accessibility Assessment of Schemes' undertaken by VVGNI in collaboration with ILO, New Delhi and Labour Resources Department, Government of Bihar.



Dr. Arvind, Director General, VVGNI delivered the welcome address. Ms. Heejin Ahn, Regional Manager, PRS Project, ILO, New Delhi highlighted on the context of the workshop. Special address was delivered by Ms. Michiko Miyamoto, Director, ILO, New Delhi. Dr. Ellina Samantroy, Fellow, VVGNI made a presentation of the VVGNI-ILO Study focusing on major accessibility challenges, evidence from the field and future scope.



The workshop included two Panel discussions : (I) 'Domestic Workers: Situation, Challenges and Access to Welfare Measures' which was moderated by Ms. Mariko Ouchi, Senior Specialist, Social Protection, DWT, ILO. The keynote speakers in the panel discussion were Dr. Kingshuk Sarkar, Associate Professor, Goa Institute of Management; Dr. Onkar Sharma, Chief Labour Commissioner, (Retd.), Ministry of Labour & Employment, Government of India; Mr. Hiranmaya Pandya, President, Bhartiya Mazdoor Sangh; Mr. Chandra Prakash Singh, Indian National Trade Union Congress, President and WISC Coordinator, Bihar and Ms. Amarjeet Kaur, General Secretary, All India Trade Union Congress ; (II) 'Social Protection Coverage for Domestic Workers-Current Good Practices, Gap and Way Forward' which was moderated by Ms. Yuki Otsuji, Workers' Specialist, DWT, ILO. The keynote speakers in the panel were Dr. Ganesh Jha, Assistant Labour Commissioner, Government of Bihar' Ms. Aditi Yajnik, SEWA; Ms. Asrita Toppo, National Platform for Domestic Workers in Bihar and Ms. Josephine Amala Valarmathi, National Platform for Domestic Workers in Tamil Nadu.

The workshop was attended by 47 participants including international experts of ILO, Government Officials from Ministry of Labour and Employment, Officials from the Labour Resources Department of Government of Bihar, Representatives of Trade Unions, Civil Society Organizations and Academia. The workshop was coordinated by **Dr. Ellina Samantroy**, Fellow from VVGNI and **Dr. Baishali Lahiri**, National Project Coordinator from ILO.

**Workshop on Women in Leadership Role in the Future of Work
(June 10, 2025)**

The workshop aimed at understanding and addressing the gendered dimensions of workplace leadership. It explored barriers women face, explored emerging opportunities for inclusive growth and reflected on the policy and structural interventions required to support women’s leadership in the changing employment landscape. The workshop was attended by 33 participants including students, academicians and members of trade unions. The workshop was coordinated by **Dr. Shashi Bala**, Senior Fellow.



**Brainstorming Workshop on the Utilisation of CESS under the Building and Other Construction Workers (BOCW) Act, 1996
(June 25, 2025)**

This workshop aimed at bringing together policymakers, government officials, practitioners and sectoral experts to collectively address the critical challenge of under-utilized welfare funds under the Building and Other Construction Workers (BOCW) framework. The workshop was attended by 52 participants representing Central and State Government, trade unions, academia, civil society organisation and the private sector. The workshop was coordinated by **Dr. Ruma Ghosh**, Senior Fellow.

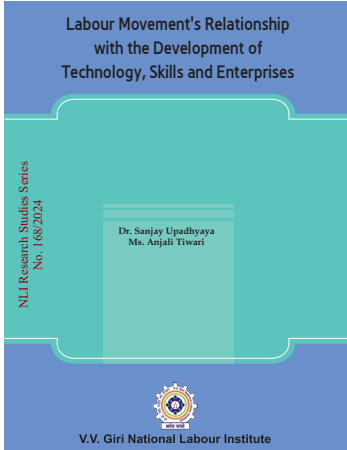


PUBLICATION

**Labour Movement’s Relationship with the Development of Technology, Skills and Enterprises
*NLI Research Studies Series No. 168/2024***

India has multiple traditional crafts. These crafts and cultural aesthetics have been transmitted from generation to generation amongst community and society. The working people are an important constituent of our history. Their contribution in preservation and conservation of traditional tangible crafts in India is immense. The contribution of the working people in generational transmission of the skills to their community and family members and society at large has been at the margins of the history. This study is an attempt to fill this gap. It gains more relevance when India is facing the crunch of the skilled working people and emphasis of Government of India on skilling the youth under its program of Skill India Mission (SIM). It has covered the development of skill, enterprises and technology in pre-colonial, colonial and post-Independence period.

The study has discussed the skill transmission amongst the community since medieval India and looked at various mechanisms of such skilled transmissions like family, community, caste associations, occupational guilds, skilled based Industrial schools etc. The study has also uncovered the role of skill based institutions and agencies in skill transmission since colonial times which were supported by government or many



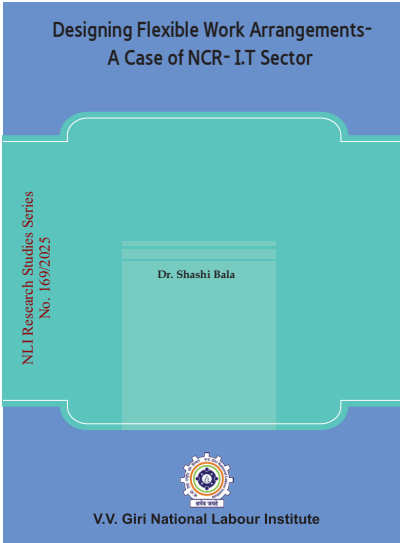
non-Government organizations like Christian missionaries. The study has analyzed Mahatma Gandhi’s concept of Nai Taleem which had advocated on skill based education in school curriculum, now incorporated in the New Education Policy, 2020.

On the whole, the study has made an attempt to highlight the role of artisans, skilled artisans and local communities in generational transmission and preservation of skilled craftsmanship and has also traced the gradual technological and entrepreneurial development.

Designing Flexible Work Arrangements: A Case of NCR- I.T Sector
NLI Research Studies Series No. 169/2024

The representation of women in white-collar occupations has steadily increased over recent decades. This rise is due to a confluence of factors, including policy changes, shifts in societal attitudes, and greater access to higher education for women. However, despite these advances, women continue to face unique challenges in the workplace, including gender pay gaps, work-life balance struggles, and limited representation in senior leadership roles.

Inspite of existing challenges, opportunities for women in white-collar occupations is promising. Continued efforts in education, policy reform, and workplace culture are crucial in enabling women to achieve parity in the workplace. As more organizations adopt gender-inclusive practices, it is likely that the representation of women in leadership roles will increase, further narrowing the pay gap and creating a more balanced and equitable workforce with societal and organizational changes fostering an environment that is increasingly supportive of gender equity. Driven by technological advancements, shifts in work culture, and the COVID-19 pandemic, flexible working arrangements are emerging as significant alternatives to traditional arrangements of work for improving work-life balance, productivity, and employee satisfaction. In this context, the present study examines the impact of emerging technologies and technology-driven changes in the domain of work on participation of women in the paid economy. Considering contemporary developments in the forms of work arrangements and emerging issues pertaining to gender participation and overall wellbeing of employees, the study has attempted to examine existing patterns of work-hour regulations in the IT sector and policies of flexible work arrangements.



TRAINING PROGRAMMES

LABOUR ADMINISTRATIVE PROGRAMMES (LAP)

Strengthening Awareness on Labour Laws and Labour Codes
(May 19-23, 2025)

The programme aimed at generating awareness about the intent and content of key provisions of new labour codes. The programme was attended by 22 participants representing officials from the Central and State Labour Departments, representatives of employers’ organisations and central trade unions. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

Recent Initiatives towards Codification of Labour Laws in India
(June 09-13, 2025)

The programme aimed at generating awareness about the intent and content of key provisions of new labour codes. The programme was attended by 20 participants representing officials from Central and State Labour Department and central trade union. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

CAPACITY BUILDING PROGRAMMES (CBP)

Orientation Programme on Labour Issues and Labour Laws for Newly Recruited Faculty Members
(April 16-17, 2025)

The programme aimed at providing orientation on labour issues and labour laws. The programme was attended by 3 newly recruited faculty members of VVGNI. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

Orientation Workshop on Labour and Development (May 05-09, 2025)

The programme aimed at making the participants understand the inter-linkages between labour and development, discussing various issues and familiarizing with initiatives to address the issues. The programme was attended by 27 participants representing university students from various universities and institutions. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.

Advanced Level Training on PLFS Data Extraction (May 21-23, 2025)

The programme aimed at enhancing data handling skills among stakeholders engaged in labour research. The programme was attended by 32 participants representing PhD scholars, PG students, researchers, faculty members, government officials, and policy research NGO professionals involved in labour research. **Dr. Manoj Jatav**, Fellow was the Course Director.



Managing Livelihood and Social Protection in the light of Climate Change (May 26-30, 2025)

The programme aimed at enhancing the competence of social partners and motivate them to work towards the promotion and holistic management of livelihoods and social security in the light of climate change. The programme was attended by 12 participants representing government officers, researchers from universities and NGOs. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.

Orientation Programme on the Role of Panchayati Raj Institutions in Workers Development (June 04-06, 2025)

The programme aimed at assisting stakeholders in panchayati raj institutions to explore opportunities for workers development. The programme was attended by 22 participants representing government officials, union leaders from central trade unions, researchers, civil society representatives and panchayat functionaries. **Dr. Sanchari Mukhopadhyay**, Associate Fellow and **Mr. Nagesh Nitla**, Programme Officer were the Course Directors.

Exploring Employment Opportunities in Rural Areas (June 09-11, 2025)

The programme aimed at familiarizing the participants with different aspects employments. The programme was attended by 21 participants representing civil society working in rural areas, representatives from central trade union, researchers and panchayati raj institutions members. **Dr. Meghna Dasgupta**, Associate Fellow and **Mr. Nagesh Nitla**, Programme Officer were the Course Directors.

Social Security for Unorganised Sector Workers: Unique Practices (June 16-20, 2025)

The programme aimed at enhancing the understanding of the participants on comprehensive social security and developing new ideas for providing rights-based social security to the unorganized workers. The programme was attended by 34 participants representing government officials, union leaders



from central trade unions, researchers and civil society representatives. **Dr. Manoj Jatav**, Fellow was the Course Director.

Gender and Labour Issues
(June 18-20, 2025)

The programme aimed at strengthening the understanding of participants on gender and labour issues. The programme was attended by 24 participants representing government officials, union leaders from central trade unions, researchers and civil society representatives. **Dr. Ellina Samantroy**, Fellow was the Course Director.

Capacity Building in Career Development
(June 23-26, 2025)

The programme aimed at equipping the participants with challenges and opportunities in the learning process and world of work including the emergence of Fourth Industrial Revolution (4IR or Industry 4.0), New Education Policy towards enhancing their capability as well guiding the students for the preparedness for future of work. The programme was attended by 15 participants representing teachers, students/scholars from colleges & universities. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.

RESEARCH METHODS PROGRAMMES (RMP)

Training Programme on Research Methods in Rural Development (April 21-25, 2025)

The programme aimed at strengthening the participants' skill on research methods in rural development. The programme was attended by 26 participants representing students and academicians. **Dr. Shashi Bala**, Senior Fellow was the Course Director.

NORTH-EASTERN STATES PROGRAMMES (NEP)

Gender Issues in Labour: A Behavioural approach for North Eastern States (May 19-23, 2025)

The programme aimed at addressing and strengthening the understanding of gender issues in labour market. The programme was attended by 14 participants representing government officials, NGO & trade union. **Dr. Shashi Bala**, Senior Fellow was the Course Director.

Gender, Work and Social Protection for North Eastern States (June 23-27, 2025)

The programme aimed at developing an understanding about the linkages between gender, work and social protection and sensitizing the participants about the inequalities and the challenges faced by women in the labour market. The programme was attended by 17 participants representing government officials, leaders



from central trade unions, researchers and civil society representatives from North Eastern Region. **Dr. Ellina Samantroy**, Fellow was the Course Director.

COLLABORATIVE TRAINING PROGRAMMES (CTP)

Applied Workshop on Labour Force Data for Research and Policy Planning in Cooperation with Shyam Lal College Evening (SLCE), University of Delhi (April 02-04, 2025)

The workshop aimed at equipping the participants with knowledge and hands-on experience in using various official data sources and analytical tools for evidence-based research and policy planning in the labour market. The programme was attended by 33 participants representing students of Shyam Lal College Evening (SLCE), University of Delhi. **Dr. Manoj Jatav**, Fellow was the Course Director.

Training of Trainers on Evidence-Based Policy Making for Decent Work and Social Justice (April 07-11, 2025)

The programme was conducted in collaboration with ILO, Geneva. It aimed at providing the elements of evidence based policymaking for decent work and social justice, and focused on how to design, deliver and facilitate effective evidence-based policymaking trainings (both online and in- class). The programme was attended by 23 participants representing trainers from VVGNNLI and other training institutes and verticals under the Ministry of Labour and Employment, particularly from Employees' Provident Fund Organisation; Dattopant Thengadi National Board for Workers Education and Development; office of Central Labour Commissioner (C.) and National Institute for Career Service. The programme was facilitated by **Mr. Naren Prasad**, Head of Education & Training, Research Department, ILO Geneva; **Ms. Delphine Dall'Agata**, Associate Programme Officer, ITC-ILO Learning Innovation Programme and **Ms. Bhavika Kohli**, Consultant, ILO's Research Department. **Dr. Ellina Samantroy**, Fellow from VVGNNLI and **Mr. Naren Prasad** from ILO, Geneva coordinated the programme.



INHOUSE TRAINING PROGRAMME

Orientation Workshop on Labour Laws for IDES Officers Trainees (April 01-04, 2025)

The programme aimed at acquainting the participants with relevant labour laws and labour issues and matters pertaining to their roles and responsibilities in defence establishments. The programme was attended by 11 participants representing officer trainees from National Institute of Defence Estates Management. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.

Induction Training Programme for Assistant Labour Officers (April 01-04, 2025)

The programme aimed at enhancing the professional competence of newly inducted Assistant Labour Officers to discharge their roles in an effective manner and strengthening the understanding of participants on labour and employment issues. The programme was attended by



62 participants representing newly recruited Assistant Labour Officers (ALOs) of Gopabandhu Academy of Administration, Government of Odisha. **Dr. Sanjay Upadhyaya**, Senior Fellow and **Dr. Ellina Samantroy**, Fellow were the Course Directors.

Leadership Development Programme (Online)
(April 07-11, 2025)

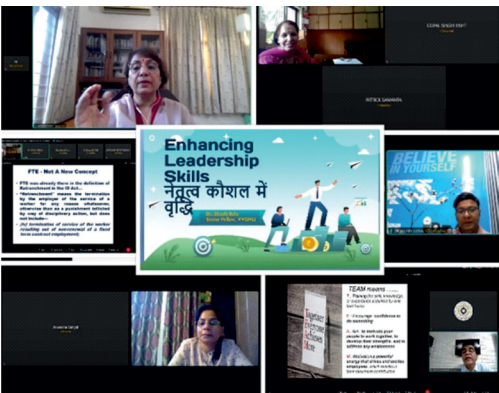
The programme aimed at enhancing leadership skills of Trade Unions, NGOs & Academicians. The programme was attended by 12 participants representing Trade unions, NGOs and academicians. **Dr. Shashi Bala**, Senior Fellow was the Course Director.

Training on Establishment Rules/ Computer Proficiency Matter-for Private Secretary & Stenographers Grade-I
(June 09-13, 2025)

The programme aimed at equipping private secretaries and Stenographer Grade-I with comprehensive knowledge of establishment rules and enhance their computer proficiency skills, enabling them to efficiently manage administrative tasks, maintain records and provide secretarial support. The programme was attended by 24 participants representing DGMS officials. **Dr. Shashi Bala**, Senior Fellow was the Course Director.

Training Programme on Establishment Rules/Computer proficiency matter-for Private Secretary and Stenographer Grade-I
(June 30- July 04, 2025)

The programme aimed at equipping private secretaries and Stenographer Grade-I with comprehensive knowledge of establishment rules and enhance their computer proficiency skills, enabling them to efficiently manage administrative tasks, maintain records and provide secretarial support. The programme was attended by 24 participants representing DGMS officials. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



THEMATIC TRAINING PROGRAMME (TTP)
Empowering the Gig and Platform Workers: Building Awareness
(May 26-28, 2025)

The programme aimed at empowering the gig and platform workforce by building essential awareness and skills and learning about potential avenues for collective action and advocacy. The programme was attended by 23 participants representing gig and platform workers, individuals considering entering the gig economy, worker cooperatives and associations, policymakers and government officials, platform companies and businesses, researchers and academicians and civil society organizations. **Dr. Dhanya MB**, Fellow was the Course Director.



OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Faculty Members

Dr. Ruma Ghosh, Senior Fellow

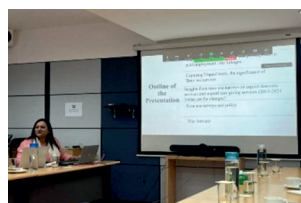
- Attended the 53rd General Council Meeting of the V.V. Giri National Labour Institute chaired by Hon'ble Labour and Employment Minister on April 29, 2025 at VVGNI Campus, Noida.
- Participated in the Roundtable organized by International Labour Organisation on 'Madhya Pradesh - Responsible sourcing destination for cotton' to deliberate on the priorities, innovations and achievements as well as challenges in the in the cotton sector in the context of Fundamental Principles and Rights at Work (FPRW)

on May 07, 2025, organized at Marriott Hotel, Indore. It was chaired by Mr. Philippe Vanhuynegem, Chief of the Fundamental Principles and Rights at Work (FUNDAMENTALS) Branch in ILO's HQ at Geneva.

- Attended a three-day National Social Protection Training Programme during June 18-20, 2025 organised by UNICEF.

Dr. Ellina Samantroy, Fellow

- Attended the Memorandum of Understanding (MoU) signing ceremony between Dr. B. R. Ambedkar University, Sonapat and V. V. Giri National Labour Institute on April 02, 2025 preceded by Smt. Shobha Karandlaje, Hon'ble Minister of State, Ministry of Labour and Employment.
- Speaker in a Round Table on 'Occupational Health and Safety of Informal Women Workers' on April 04, 2025 organised by Lok Swasthya SEWA Trust (LSST) in collaboration with National Institute of Occupational Health (ICMR-NIOH) at the India International Centre Annexe, K. K. Birla Marg, Lodhi Estate, New Delhi.
- Attended the meeting of the Task Force for Improving Female Workforce Participation in India on April 04, 2025 at Ministry of Labour and Employment, Shram Shakti Bhawan, New Delhi.
- Delivered a lecture on 'Labour Laws in India' in the Professional Development Programme (PDP) for DS/US level officers of Armed Forces Civil Service on April 15, 2025 organised by The Defence Headquarters Training Institute (DHTI), Ministry of Defence, New Delhi.
- Delivered two lectures on 'Feminists Perspective on Migration with Special Reference to Informal Workers' and 'International Labour Standards and Labour Codes Pertaining to Migration' on April 23, 2025 in Global Initiative of Academic Networks (GIAN) course titled 'International Migration from South Asia: Context and Policies' organized by Global Initiative of Academic Networks, Ministry of Education at Central University of Haryana, Mahendergarh.
- Panelist in a panel discussion titled 'The Time Use Survey 2024: Measurement and Gender Inequalities' on April 26, 2025 organised by Feminist Economics Saturday Discussion Group (FESDIG) at ILO conference Room, India Habitat Centre, Lodhi Road, New Delhi.
- Panelist in a panel titled 'Labour Codes-Aspiration and Reality towards Achieving Larger Objectives' in a workshop on Labour Laws in the Contemporary Times- Challenges and Opportunities on April 30, 2025 organised by Bihar Building and Other Construction Workers Welfare Board, Labour Resources Department, Bihar at Dashrath Manjhi Institute of Labour and Employment Studies, Patna, Bihar.
- Made an online presentation in a panel titled 'Voices of women in Azerbaijan: A women worker from the International Port of Baku' on May 07, 2025 in a conference on Pathways to Achieve Social Justice and Gender Equality in Azerbaijan: Achievements and the Way Forward.
- Attended an online meeting to review the status of Memorandum of Understanding (MoUs) signed by M/o Labour & Employment with Foreign Governments on May 16, 2025 organised by Ministry of Labour & Employment.
- Delivered a session on 'Labour and Employment Issues: Gender Perspective' on May 27, 2025 in a training programme for Indian Statistical Service (ISS) probationers of 2024 batch organised by National Statistical Systems Training Academy (NSSTA), under the Ministry of Statistics and Programme Implementation (MoSPI) at NSSTA, Greater Noida.



- Delivered a lecture on '**Women Labour Force Participation Rate in India**' on June 17, 2025 in a Physical/Residential Capacity Building Programme for State Employment Service Officers organised by National Institute for Career Service (NICS), Ministry of Labour & Employment, Noida at NICS Noida campus.



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 Attended a training programme on 'Inclusive Social Protection' during June 18-20, 2025 organised by UNICEF at Ambassador Hotel, New Delhi.

- Made a presentation on 'Safety and Protection of Women in Unorganised Sector' on June, 25, 2025 in the Parliamentary Standing Committee on Empowerment of Women, Lok Sabha at Parliament House Annexe, New Delhi.

- Expert in an online Evaluation of the Research Studies on June 27, 2025 supported by the National Commission for Women, New Delhi.

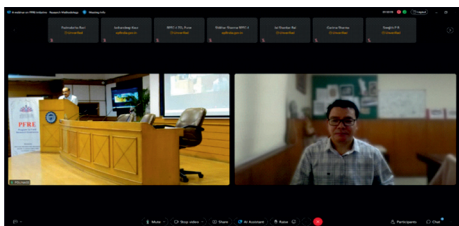


Dr. Dhanya MB, Fellow

- Delivered two lectures on 'Entrepreneurship in India: Significance, Trends & Challenges' on April 09, 2025 during the Promotional Training Programme for Employment Service Officers at the National Institute for Career Service (NICS).
- Attended the online meeting of the BRICS Research Institutes Network on April 24, 2025 to discuss national strategies to address the impacts of AI on the labour market, organised under the Brazilian Presidency.
- Attended the Skills Bridge Masterclass on 'Bridging the Skills Gap: How Can the Private Sector Drive Skills Development and Lifelong Learning?' on April 29, 2025 organised virtually by the International Labour Organization.
- Invited as a panel speaker on 'India's New Age Economy Driving the Workforce: Gig and Platform Workers' on May 01, 2025 in a workshop jointly organised by the Dashrath Manjhi Institute of Labour & Employment Studies & Bihar Labour Department, Patna.
- Delivered a lecture on 'Global and Indian Scenario of Gig Work and Rights' on May 14, 2025 during the Short-term Internship Programme (OSTI) conducted virtually by the National Human Rights Commission (NHRC).
- Panel speaker at the roundtable on 'Platform Work in India: Challenges and the Way Forward' on May 15, 2025 organized by Janpahal in collaboration with the Gig Workers Association.
- Spoke on 'Insights on Social Protection for Platform Workers' on May 21, 2025 during an online stakeholder meeting for developing a white paper titled 'Extending Social Protection to Platform Workers' coordinated by DRF and ILO, New Delhi.
- Attended research collaboration meeting with Indian Council for Research on International Economic Relations on May 30, 2025 at ICRIER, New Delhi.
- Attended a meeting with officials of HLEM on June 02, 2025 held at the Ministry of Labour and Employment, Shram Shakti Bhawan, New Delhi.
- Invited as a panel speaker on 'Gender and Employment in Triangular Cooperation and Inclusive Futures in the Global South' on June 03, 2025 at the international conference on 'Global South & Triangular Cooperation: Emerging Facets' organised by the Research and Information System for Developing Countries (RIS) in collaboration with the Ministry of External Affairs, New Delhi.
- Chaired a technical session at the International Conference on 'Contemporary Debates on Sustainable Development: 2025 Edition Webinar' on June 06, 2025 organised by the School of Law, Bennett University in collaboration with the University of Birmingham (UK) and the University of Waikato (NZ).
- Attended online meetings to discuss the Industrial Relations Risk Research with Reliance, Mumbai, on June 07 and June 25, 2025.
- Delivered a lecture on 'Self-Employment & Entrepreneurship in India: Trends & Challenges' on June 25, 2025 for the physical/residential Capacity Building Programme for officials of NCSC for DA & NCSC at the National Institute for Career Service (NICS).

Dr. Otojit Kshetrimayum, Fellow

- Delivered lectures on ‘Labour Market Analysis: Research Methodologies; Labour Market Policies and their Effectiveness’ and ‘Social Security Code: An Overview & Implementation & Analysis’ on April 23, 2025 in the Training Programme for State Employment Service Officers at the National Institute for Career Service (NICS), Ministry of Labour & Employment.
- Delivered an online lecture on ‘Research Methodology’ on April 25, 2025 in the Programme for Field-Research Excellence (PFRE) of Pandit Deendayal Upadhyaya National Academy of Social Security (PDUNASS), Employees’ Provident Fund Organisation (EPFO).
- Presented a paper on the ‘Challenges and Constraints at Work Site for Construction Workers of Bihar’ on May 01, 2025 in the Workshop on Labour Laws in Contemporary Times – Challenges and Opportunities organised by the Bihar Building and Other Construction Workers Welfare Board, Labour Resources Department, Govt. of Bihar at the Dashrath Manjhi Institute of Labour and Employment Studies, Patna, Bihar.



Delivered a lecture on ‘Understanding Social Security through International Labour Standards and the Code on Social Security, 2020: A Practical Approach’ for Newly Appointed APFCs on May 23, 2025 at the Pandit Deendayal Upadhyaya National Academy of Social Security (PDUNASS), Employees’ Provident Fund Organisation (EPFO).

- Successfully completed the ‘Course on Research to Policy: Evidence-Based Policy Making on Decent Work and Social Justice’ during May 19- June 02, 2025 jointly organised by the International Labour Organisation (ILO) and the International Training Centre of International Labour Organisation (ITC-ILO) at the International Training Centre of International Labour Organisation (ITC-ILO), Turin, Italy.
- Attended the Inaugural Session of the International Labour Conference on June 02, 2025 at the International Labour Organisation (ILO), Geneva.
- Successfully completed the ‘Inclusive Social Protection Training’ during June 18-20, 2025 organized by UNICEF, New Delhi.



FROM RESEARCH TO POLICY: EVIDENCE-BASED POLICY MAKING FOR DECENT WORK AND SOCIAL JUSTICE
19 MAY - 2 JUNE 2025, TURIN, ITALY



- Delivered a lecture on ‘Labour Market Policies and Analysis’ on June 24, 2025 in the Capacity Building Programme for Officials of NCSC for DA & NCSC for SC/ST at the National Institute for Career Service (NICS), Ministry of Labour & Employment

Mr. P. Amitav Khuntia, Associate Fellow

Participated in the ToT on Evidence- Based Policymaking in the Institute during April 7-11, 2025.



SPECIAL ACHIEVEMENTS

**International Yoga Day
(June 21, 2025)**

The 11th International Day of Yoga was observed on 21st June, 2025 in the V.V. Giri National labour Institute, Noida. Officials, staff, and trainees participated in the event with great enthusiasm. Shri P. Amitav Khuntia, Faculty of the Institute in his welcome address highlighted the significance of yoga day celebration and this year's theme “Yoga for One Earth and One Health,”. It has now become synonymous with well-being, unity and harmony in the true spirit of ‘Vasudhaiv Kutumbakam’. Dr. Sanjay Upadhyaya, Senior Faculty pioneered the Yoga exercises and the same was performed by all the participants. The Programme concluded with a message to all the participants for practicing yoga and yogic exercises in their everyday lives for healthy living and well-being. **Mr. P. Amitav Khuntia**, Associate Fellow was the co-ordinator.



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